

✓
EDWARD M. KENNEDY

December 22, 1987

Mr. Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

As you know, I'm planning a lunch on January 12, 1988, to discuss issues on our Labor Committee agenda in the new year.

I hope very much that you, Bob Haynes, and the other labor leaders in Massachusetts will be able to join me on that day at 12:45 at the Park Plaza Hotel to discuss our Senate agenda and the issues and concerns affecting Massachusetts.

Under separate cover, I have sent invitations to the elected officers of the Massachusetts state AFL-CIO. If you think there are some labor leaders who should be present but are not on the list, by all means extend them invitations to attend.

I look forward to seeing you on January 12th.

Sincerely,



Edward M. Kennedy
United States Senator

LOCAL 1445

A. F. L. - C. I. O.



725 South Street ★ Boston, Massachusetts 02131
JOHN PHINNEY, PRESIDENT

★ 327-6000 - 6001 - 6002
PAUL DUFAULT, SECRETARY-TREASURER

*Not in
her
will
call
Back -
Monday
Buzzell*

December 22, 1987

Arthur Osborn, President
Mass. AFL-CIO
8 Beacon Street
Boston, Ma. 02108

Dear Arthur,

Please find enclosed check for \$500. for striking Paper-Workers in Maine.

Our "man in Maine" is Steve Buzzell, telephone number 207-283-1283, if you could touch base while you are up there.

In Solidarity,

John
John Phinney
President
UFCW, Local 1445

JP:rc

Enclosure





UNIVERSITY OF MASSACHUSETTS
AMHERST • BOSTON • WORCESTER

OFFICE OF THE PRESIDENT
250 STUART STREET
BOSTON, MASSACHUSETTS 02116
(617) 482-8400

December 1, 1987

Arthur R. Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Arthur,


I want to thank you for the award you bestowed on me at the Convention.

I feel deeply honored to have received this award and the accompanying recognition that you and the Council have so conferred. I am especially appreciative, since I hold the highest regard for you and the State Labor Council.

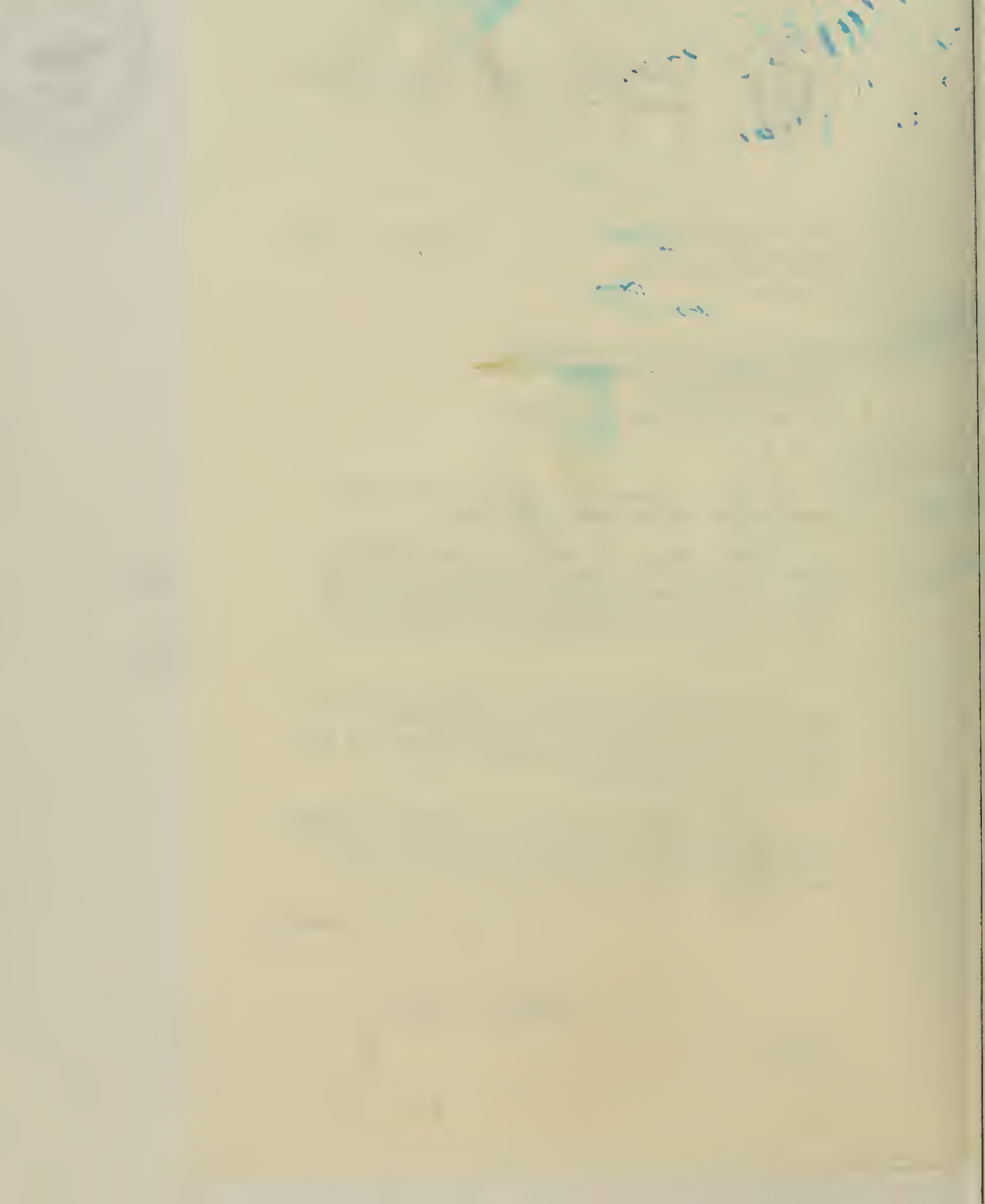
Your talent and dynamic leadership have made the Council into one of the most effective and respected organizations in the state. You are to be commended for your successful Presidency.

I look forward to our continuing relationship and our joint efforts in sponsoring the highest level of labor education for the membership of the Massachusetts AFL-CIO.

Sincerely and fraternally,


Joseph J. Cass

JJC:mp





C

THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF THE ATTORNEY GENERAL
ONE ASHBURTON PLACE, BOSTON 02108-1698

JAMES M. SHANNON
ATTORNEY GENERAL

December 28, 1987

Mr. Arthur R. Osborn
President
Massachusetts/ AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

I'm sorry I was unable to join you and the members of the Massachusetts/ AFL-CIO for the Christmas party on December 17th. Unfortunately, I had a prior commitment which could not be rescheduled. I'm sure it was a great success. Let me know if there's anything else I can do for you.

Looking forward to seeing you soon.

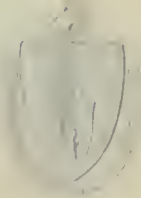
Happy New Year!

Sincerely,

A handwritten signature in dark ink, appearing to be "JMS", written over the typed name.

James M. Shannon
Attorney General

JMS/rpr



EMMENT

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Social Democrats, USA

275 7th Avenue / 25th Floor
New York, N.Y. 10001 / (212) 255-1390
CABLE ADDRESS: SOCDEMUSA NEWYORK

National Chairman
Bayard Rustin

Pioneer Valley Social Democrats, U.S.A.
Box 1111 Northampton, MA 01061-1111

DAILY HAMPSHIRE GAZETTE
Northampton, Mass.

Dec. 7, 1987

Rally challenges Soviet violations

As chairman of the Pioneer Valley Social Democrats, USA, I attended the demonstration in Washington, D.C., Sunday on behalf of free emigration from the Soviet Union.

There were 200,000 Americans at the rally, drawn from a wide range of religions, politics, and occupations. All agreed that the summit meeting between the United States and the Soviets had to deal with the issue involved in the denial by the Soviet Union, in violation of international law and treaty agreements the Soviets signed, of the rights of its people to emigrate if they so choose, or to live in freedom in their own country.

Together with all the other delegates to the National Convention of Social Democrats, USA, I was pleased to adjourn early to participate in the mass action in solidarity with Soviet Jewry and all others struggling for their human rights.

How the Soviets react will go a long way in telling us their real intentions in regard to their newly proclaimed policy of openness. The breaking up of a demonstration in Moscow yesterday of Soviet citizens requesting basic freedoms should make us all apprehensive.

Louis Leopold
Easthampton

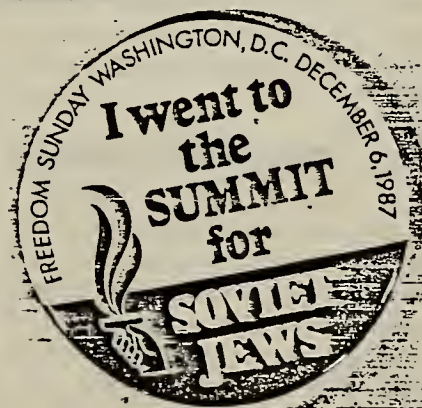
Dec. 10, 1987

People, places & things

• **SOCIAL DEMOCRATS:** A local man has been named to the board of a national political organization, officials from the Pioneer Valley Social Democrats, USA, announced recently.

Louis Leopold was elected to an eighth term as a member of the 50-person National Committee of Social Democrats, USA at a recent convention in Washington, D.C.

Leopold served for eight years as chairman of the Easthampton Democratic Party and is now serving as secretary-treasurer of the Hampshire Franklin AFL-CIO.



Charter of the City of New York

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AN ISSUE PAPER FROM SOCIAL DEMOCRATS, USA

815 15th Street, N.W., Suite 511,
Washington, D.C. 20005, (202) 638-1515

Pioneer Valley
SOCIAL DEMOCRATS, U.S.A.
Box 1111
Northampton, Mass. 01061-1111

"DOUBLE-BREASTING"

Union-Busting, Pure and Simple

Union-busters are becoming increasingly sophisticated. The newest game they play in the construction industry goes by the curious name of "double-breasting." To the uninitiated, this sounds like a harmless style for suit jackets. For construction workers who must work under the conditions of double-breasting, it spells union-busting.

DOUBLE-BREASTING = RUNAWAY SHOP

Let's take the simplest case. Construction Firm X has bargained collectively with unions representing carpenters, plumbers, bricklayers and other skilled craftsmen for 15 years. Mr. Smith, who owns Firm X, has taken full advantage of the union hiring halls to meet his manpower needs for skilled workers. The unions, in fact, train their members in all aspects of the trade during long apprenticeship periods.

Now Mr. Smith thinks labor conditions are conducive to operating non-union. He knows that some jobs, such as many large commercial contracts, are easier for unionized com-

panies doesn't want to close operations and move to another location to re-open "union-free" (as a typical runaway shop would do).

His solution: open up a second, non-union operation that is virtually identical to his Firm X, except that it is not covered by a union contract.

The two firms can legally have common ownership. They can be located in the same city. Mr. Smith can legally transfer work from his union shop to his non-union entity.

In effect, Mr. Smith has a runaway shop, he has fled from his collective bargaining obligations, without having to go to the bother of relocating to another city.

VARIATION ON THE THEME

Mr. Smith has yet another possible option. Because of the peculiar characteristics of the construction industry, Congress enacted section 8(f) of the National Labor Relations Act in 1959. This allows construction unions to enter into what are called "pre-hire agreements." This type of agreement is entered into by a union and a construction firm before all em-

hired. Congress felt this was necessary because of the transitory nature of the construction industry.

The employer agrees that work will be performed according to the union contract. In return, he has complete access to the pool of skilled employees belonging to the union.

Today, a contractor can simply repudiate a pre-hire agreement after it expires, even if the union can prove that the majority of workers still want a union. Mr. Smith has no duty to bargain after his contract with the union expires.

The NLRB case that resulted in this change, the Deklewa decision, involved a union and an employer association that had enjoyed a stable, 25 year history of collective bargaining. Moreover, all the parties agreed that all of the employees were union members.

WIDESPREAD AND GROWING

Double-breasting is adversely affecting an increasing proportion of the four million unionized workers in the building and construction trades.

In 1981, 19 percent of the 400 top construction companies in the U.S. had double-breasted operations. By 1983, 54 percent of the 50 largest contractors by dollar volume were double-breasted. In April 1986, a staggering 80 percent of the top 25 firms had double-breasted entities. Such affiliates are even more common among smaller contractors.

And no wonder. Firms specializing in advising

or become non-union are proliferating "how-to" manuals and crash courses in "going double-breasted." They go so far as to say that non-union construction contractors can employ union-trained, skilled workers who are willing to work in a non-union shop, especially in these times of surpluses of union-trained labor.

But these workers will be working without a union contract, without its safety regulations, its benefits and provisions for decent pay. Mr. Smith has managed to walk out on a legal, contractual agreement with his employees in Firm X, either by repudiating it by refusing to renew a pre-hire agreement even if a majority of the employees are union members, or by setting up a bogus second company that is non-union.

CONGRESS SHOULD ACT

Congress is considering bills that would redress this denial of worker rights, and re-establish what Congress itself intended when it enacted 8(f) some 25 years ago. It would provide that pre-hire agreements are binding unless the union is decertified, fair and square. And it would eliminate the use of double-breasting as a means of walking out on the requirements of collective bargaining agreements by making these agreements applicable to all businesses operated by a single employer within the geographical area covered by the agreement.

We urge Congress to enact such legislation.

*INTERNATIONAL SECURITY OFFICERS'
POLICE AND GUARDS' UNION*

Local 1451

Boston, Massachusetts



November 30, 1987

Mr. Arthur Osborn
A.F.L.C.I.O.
8 Beacon Street
Boston, Mass.

Mr. William Sullivan
P. O. Box 1008
Boston, Mass. 02205

Dear Mr. Osborn:

In response to the discussion we had over the telephone, our Local would appreciate any support the State A.F.L.C.I.O. would be able to give us in our organizing effort against the foreign imported cars into the port of Boston. We are not members of the A.F.L.C.I.O. although we are a Union and we feel all of organized labor should support each other in their efforts to organize the unorganized. Based on that premise, I repeat, we would deeply appreciate any help the A.F.L.C.I.O. may be able to give us in this dire time of need, especially now that four thousand U.A.W. members have been laid off in Massachusetts.

Fraternally,

A handwritten signature in cursive script that reads "William Sullivan".

William Sullivan
Vice-President/Organizer
Local 1451



The Commonwealth of Massachusetts
Executive Office of Public Safety

One Ashburton Place

Boston, Massachusetts 02108 (617) 727-7775

Michael S. Dukakis
Governor

Charles V. Barry
Secretary

December 24, 1987

Arthur Osborn, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Your recent letter regarding the tragic accident of November 9, 1987 raises serious safety issues which fall within the jurisdiction of the Department of Public Utilities.

Accordingly, by copy of this letter, I am referring your request for investigation to D.P.U. Chairman Bernice K. McIntyre..

Although the issues you raise are outside the jurisdiction of the Executive Office of Public Safety, I am most interested in keeping apprised of further developments. Thank you for bringing your concerns to my attention.

Sincerely,

A handwritten signature in dark ink, appearing to read "Charles V. Barry".

Charles V. Barry
Secretary of Public Safety

cc: Chairman Bernice K. McIntyre
Department of Public Utilities

Christian A. Herter Park
1175 Soldiers Field Road
Boston, Massachusetts 02134
617/78-SPORT

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Clerk
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James Frisone
Richard Gold
Arthur F. Good
James Lou Gorman
Mary Hamilton Johnson
Richard A. Johnson
H. Barry Morris
Albertina Noyes
William O'Brien
Leo Osgood
Ronald Schram
Harry Sinden
Thomas Stack
Pat Sullivan
Mike Tierney
Jan Volk
Robert Walsh
Raymond J. Wysocki

December 21, 1987

Mr. Arthur Osborne
President, Mass. AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

I want to thank you for attending the kickoff press conference for the Custom House postcard campaign.

I realize how busy you are and understand the inconvenience caused by attending an event during the day.

I am encouraged by the response that our efforts are receiving, but we all know that it will be an uphill battle. However, I feel that together we can, and will, succeed.

Thank you again for your continued support. I appreciate it very much.

Sincerely,

Dave Cowens
Chairman

AMERICAN FEDERATION OF LABOR AND CONGRESS OF INDUSTRIAL ORGANIZATIONS

C

LANE KIRKLAND
PRESIDENT

THOMAS R. DONAHUE
SECRETARY-TREASURER



REGION NO. 8, JOHN F. O'MALLEY, DIRECTOR
SUITE 500, 6 BEACON STREET
BOSTON, MASSACHUSETTS 02108
617-227-1275

December 4, 1987

Arthur
Dear Brothers and Sisters:

The National AFL-CIO has appointed me Assistant Director for the Department of Organization and Field Services in Washington, D.C. effective January 1, 1988.

While I look forward to this new position to continue my work for the labor movement, I also regret leaving the many friends I have made in Rhode Island for the past seven years, and the entire New England Region over the past 15 years.

I return to Washington with the knowledge that my experiences with you make me better able to be an effective labor representative. New England will always be a special place for me and my family, and I look forward to being asked to return at any time, whether in my capacity as an AFL-CIO Representative, or just as a friend I was fortunate enough to make along the way.

Sincerely and fraternally,

Joseph J. Shantz

Joseph J. Shantz
AFL-CIO Field Representative
Region VIII, New England

JJS/vm



December 21, 1987

Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston MA 02108

Dear Arthur:

It is with great pride that I have accepted Paul Simon's invitation to serve as his National Labor Chairman.

I support Paul Simon's candidacy because of all the candidates, I believe he would make the best President. I have worked closely with him over the years and am very confident that he has the character, intelligence, and experience required for this, the world's most demanding job. He also has the best labor record of any candidate and combines ideas and values that are simultaneously forward looking and firmly rooted in the Democratic party's finest traditions. It would, moreover, be hard to find a person in American political life whose honesty and integrity are more highly regarded by those who know him best.

In marked contrast to Ronald Reagan's negative, backward looking, ideological approach to government, Paul Simon is a creative pragmatist. Creative pragmatism--not ideology--is responsible for this country's greatest achievements: social security, unemployment compensation, legal protection for the right of workers to organize and bargain collectively, the GI Bill, the Marshall Plan, the national highway program, strong national security, and many others. Paul Simon understands the need for government that is both caring and efficient. A Simon administration would increase investments for education, jobs, health and other vital human needs, and reduce the Reagan administration's wasteful spending on high interest payments, MX missiles, and other weapons systems. Paul Simon would, in addition, reverse the Reagan administration's deficit financing policies in order to bring real interest rates down and stimulate economic growth. Under Ronald Reagan, the interest on the national debt has jumped from \$83 billion to \$203 billion. This represents a huge income transfer from workers to the more affluent Americans and to foreigners who hold a large share of U.S. government debt. A creative pragmatist sees the limitation of government, but also understands that a strong and effective government is the partner, not the enemy, of a vibrant and prosperous economy.

December 21, 1987

Page 2

Paul Simon also understands the need to build consensus to support the nation's foreign and domestic policy and objectives. This again contrasts vividly with the Reagan administration's ideologically-inspired domestic policies and its unilateral go-it-alone foreign military, political and economic policies. The United States is still the world's strongest economy, but our strength has been diminished by the administration's unwise policies. And we cannot serve as both the world's "engine of growth" and the free world's only major military power. A Simon administration would abandon Ronald Reagan's unilateral approach to world problems in favor of a more cooperative relationship with our principal allies.

Paul Simon has declared forthrightly for a high-wage, full employment economy. He understands the importance of reducing the monumental waste caused by unemployed people and resources. He would capture the "full employment dividend" (at least \$30 billion for each percentage point of unemployment) to help pay for the vital human resource investments required to make the United States a leading-edge economy.

Paul Simon has, in addition, more experience at different levels of government and with a variety of public and foreign policy issues than any other candidate. He is well prepared by intellect, experience, character and temperament to confront the monumental dangers and opportunities that will face the next president of the United States.

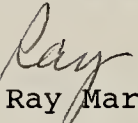
Finally, Paul Simon is a good politician. He understands peoples' concerns because he listens to them. He does not, however, simply respond to polls--he leads by using the political process and his office as "bully pulpits" to shape opinions and build consensus.

Paul Simon has demonstrated repeatedly that he knows how to win elections--most recently by defeating an entrenched Republican senator during the 1984 Reagan landslide. I have campaigned with Paul and have seen how his character and style not only produce substantive debates on the issues, but make people comfortable with him. I therefore believe that in a strong field of candidates, Paul Simon has the most to gain from exposure and the best chance to defeat the Republican nominee, whoever that turns out to be.

December 21, 1987
Page 3

For all of these reasons, I hope you will give Paul Simon your strong support.

Sincerely yours,


Ray Marshall



W/C + (C) copy

THOMAS J. FLYNN
ATTORNEY AT LAW
113 EASTERN AVENUE
ARLINGTON, MASSACHUSETTS 02174
(617) 648 - 6585

Of Counsel
403 Highland Avenue
Somerville, MA 02144
(617) 625 - 3700

December 22, 1987

Arthur Osborne
President
Massachusetts State Labor Council, AFL-CIO
8 Beacon Street
Boston, Massachusetts

Dear Arthur:

Enclosed, for your information, is a copy of the communication I sent to Commissioner Pressman along with my attached resume.

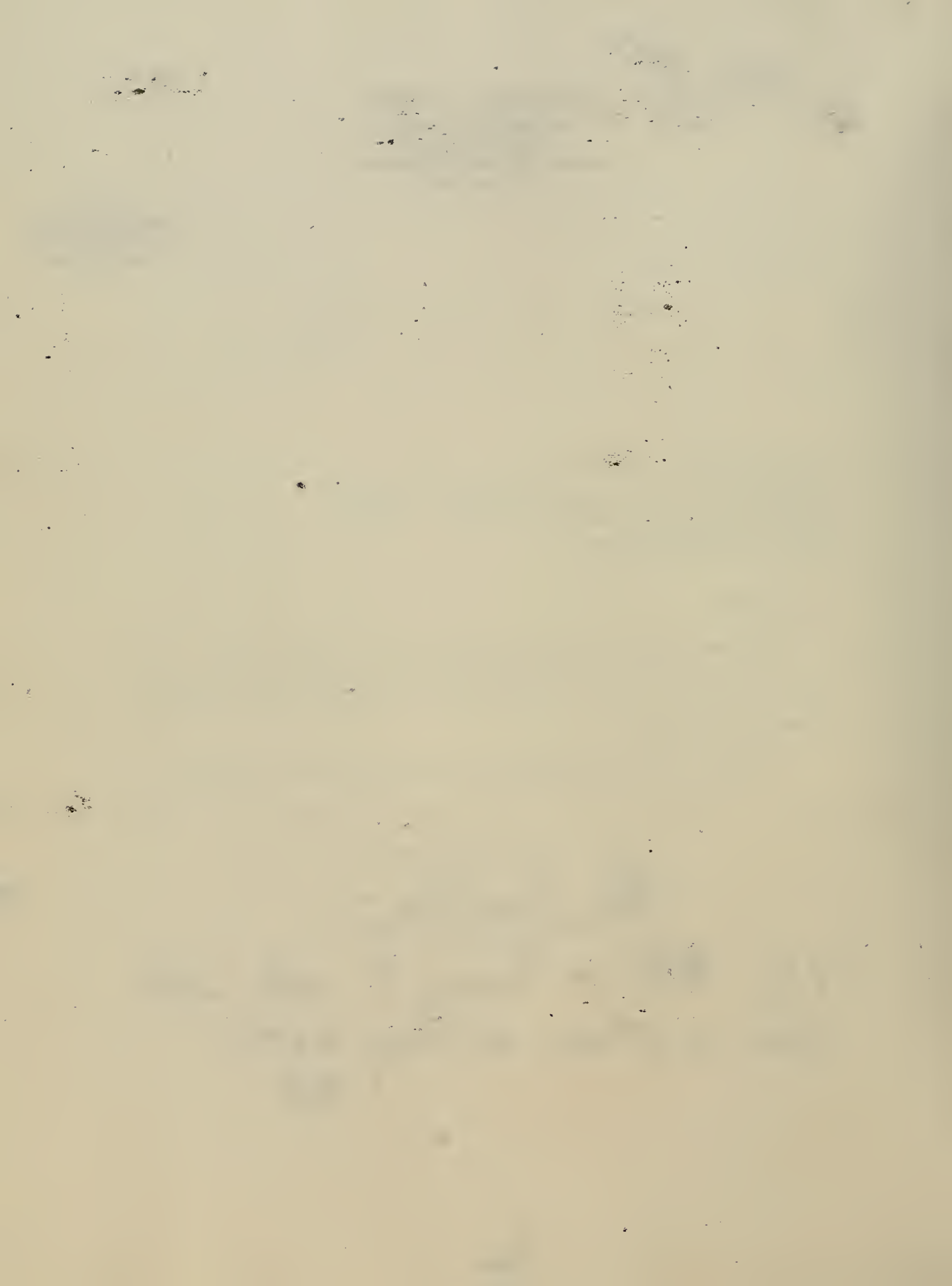
I appreciate any assistance you give on my behalf.

Very truly yours

Tom Flynn -
THOMAS J. FLYNN, ESQ.

P.S. I'd be happy to meet with you or others on this matter!

TJF



THOMAS J. FLYNN
ATTORNEY AT LAW
113 EASTERN AVENUE
ARLINGTON, MASSACHUSETTS 02174
(617) 648 - 6585

Of Counsel
403 Highland Avenue
Somerville, MA 02144
(617) 625 - 3700

December 22, 1987

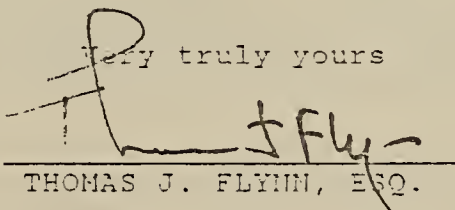
Honorable Joel Pressman
Commissioner
Department of Industrial Accidents
7th Floor
600 Washington Street
Boston, Ma 02111

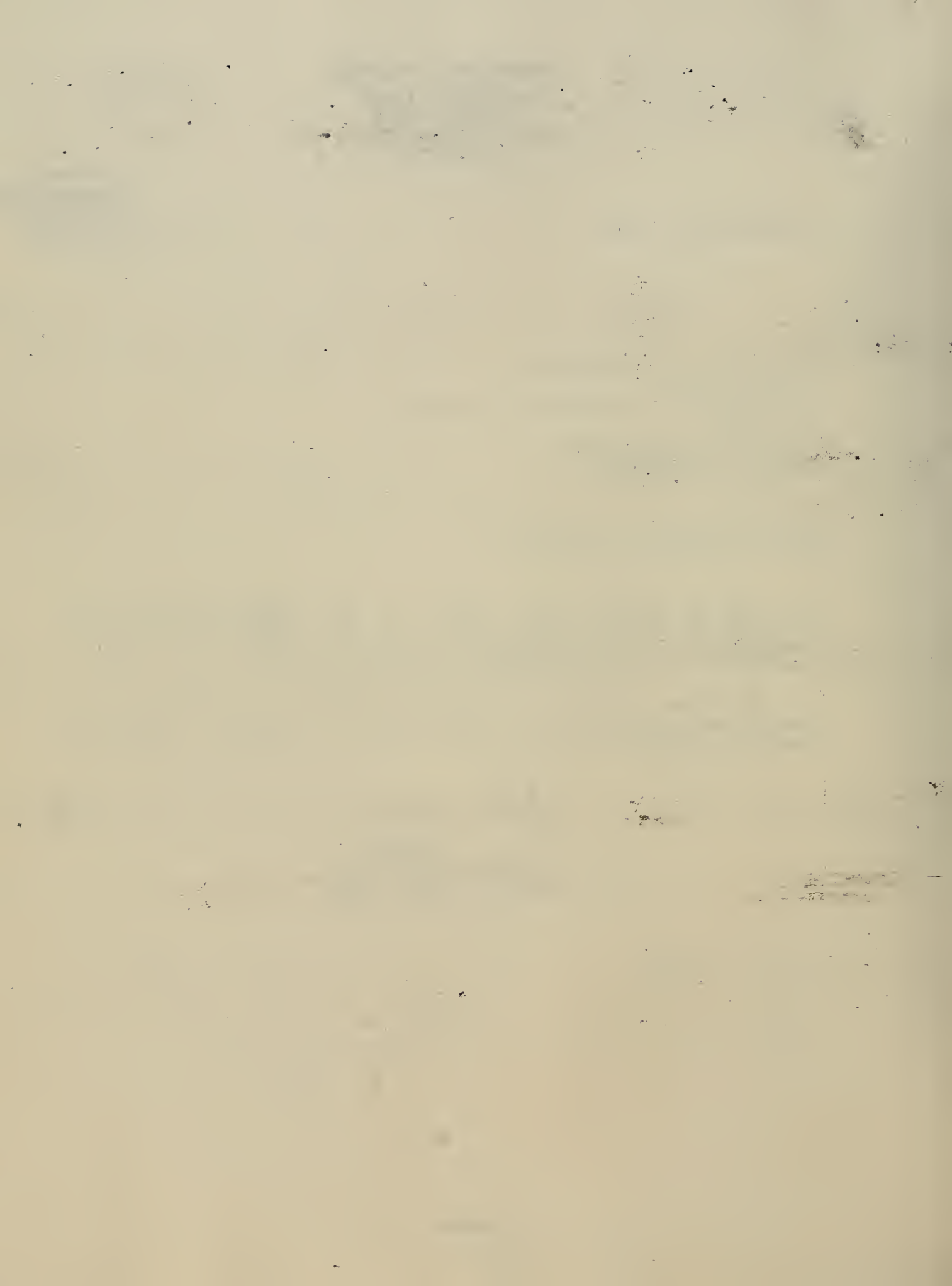
Dear Commissioner Pressman:

Please accept this letter as my application for the position of Administrative Judge at the Industrial Accident Commission. I have enclosed my vita so that a proper appraisal of my qualifications can be made.

I'm sure that my application will receive every consideration; if further information is needed I will be happy to provide it.

Very truly yours


THOMAS J. FLYNN, ESQ.



THOMAS J. FLYNN
113 Eastern Avenue
Arlington, Massachusetts 02174
(617) 648-6585

PROFESSIONAL EXPERIENCE

Private Legal Practice

Since 1984 have represented labor organizations, trust funds, and individuals. The practice includes trials and oral arguments before State and Federal courts, and a full range of legal writing including briefs and motions. Additionally, have served as arbitrator and mediator.

National Labor Relations Board, Boston Regional Office

Senior Trial Attorney... Prosecuted violations of the NLRA by employers and by unions involving but not limited to discharges, refusal to bargain, picket lines, strikes, etc. Hearing Officer...Jurisdictional disputes, appropriate units, objections to elections, and challenges to ballots; also, wrote decisions on these matters. Additionally, developed and directed educational seminars for employers and unions on the National Labor Relations Act.

U.S. State Department

Ass't Director for Labor Policy, Washington, D. C.;
Labor Attache, Manila, P.I.; Labor Advisor, La Paz, Bolivia;
Worked with local government and trade union officials to develop union leadership; provided expertise in drafting of labor legislation; responsible for implementation and supervision of training programs to promote free trade unionism.

Motor Transport Labor Relations Association, Philadelphia, Penn.

Associated Director-- As Employer representative responsible for negotiation and administration of labor contracts in the trucking industry involving Teamsters, Machinists and other unions; also administered the Joint Committee arbitrating discharges, seniority and other trucking industry violations.

Academic Experience

Currently Instructor at Northeastern University:
international labor studies; private and public sector
collective bargaining.

Boston University: private sector bargaining.--Charlestown
Community College: Labor relations. Visiting Lecturer-Boston
College and Suffolk Law Schools: labor law.

Local 6, Office and Professional Employees International Union... Business Manager

Local 25, Teamsters.... Representative

Negotiated and administered contracts covering employees in
trucking, public transportation, sales, insurance; processed
grievances and arbitrated.

Professional Associations

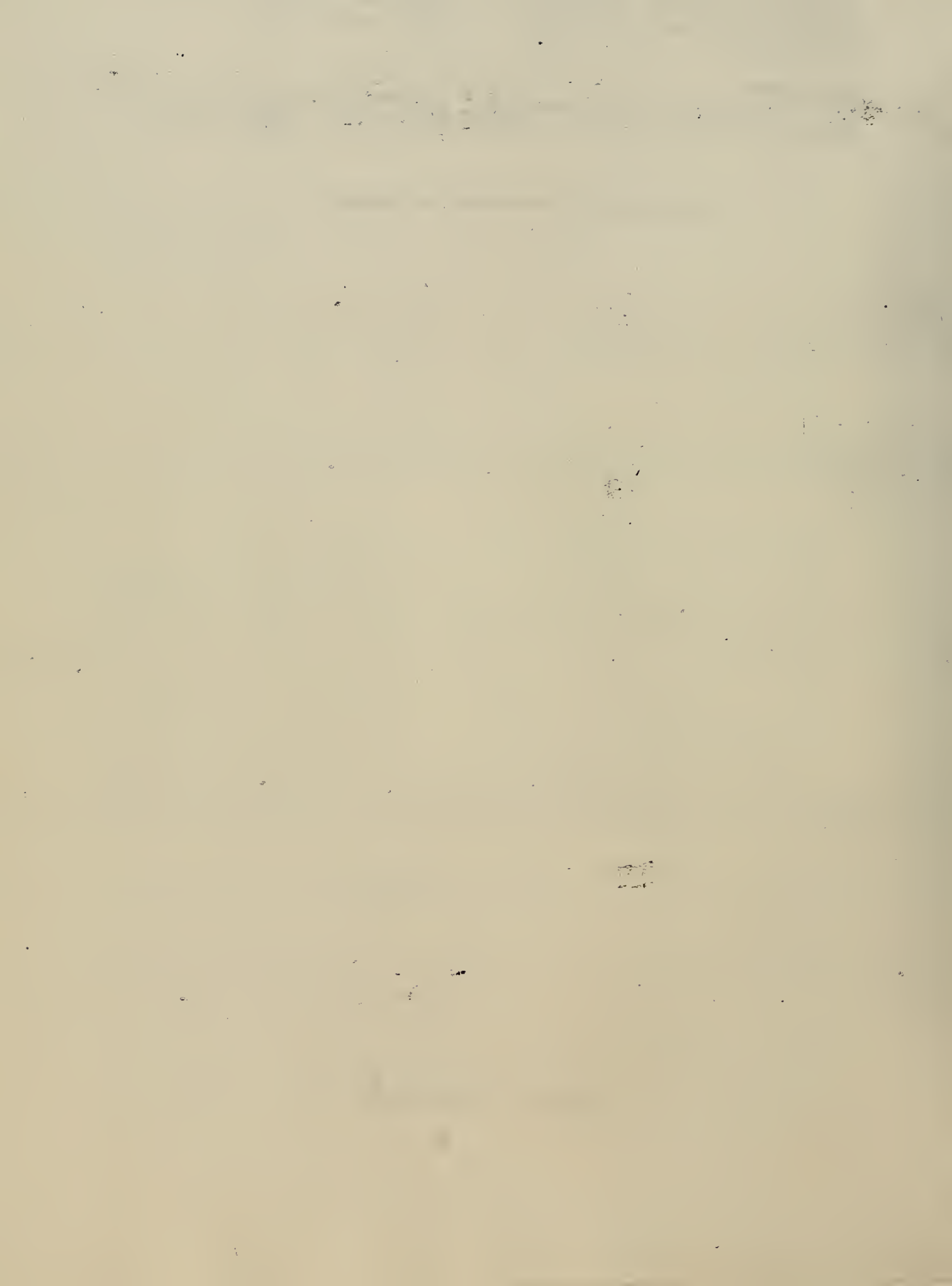
Massachusetts Bar Association, Industrial Relations Research Association, The Labor Guild, American Arbitration Association

EDUCATION

Saint Francis College, Brooklyn, New York, Bachelor of Arts
Suffolk University School of Law, Boston, Ma., Juris Doctor

References furnished on request.

THOMAS J. FLYNN-RESUME



United States Senate

WASHINGTON, D.C. 20510

December 17, 1987

Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Osborn:

Thank you for your letter concerning the nomination of Judge Bork. I opposed Judge Bork, because of his extremely narrow reading of the Constitution. Unlike all 105 men and women who have served as Justices of the Supreme Court, Judge Bork rejects the principle that individual liberties are protected unless they are specifically listed in the Constitution itself. Reasonable people may differ about the limits of the constitutional right to privacy, but Judge Bork is unique in his rejection of any right to privacy at all.

Throughout his career, Judge Bork opposed measures advancing civil rights. His views on equal rights for women are also profoundly troubling. Shortly before his nomination, he stated that the Constitution's Equal Protection Clause should have been confined to banning discrimination on racial and ethnic grounds. That view would mean no constitutional prohibition at all against sex discrimination.

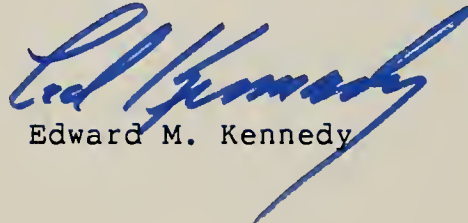
On freedom of speech, Judge Bork for many years held a narrow view of the First Amendment that would cut back a fundamental right of our democracy -- the tradition of vigorous dissent on which our nation was founded. In addition, he interprets the Constitution as giving excessive power to the President at the expense of Congress, a position that would upset the two century old tradition of checks and balances at the heart of the Constitution itself.

During confirmation hearings that were unprecedented for their careful examination of his views, Judge Bork had ample opportunity to explain his controversial positions. But following those hearings, a bipartisan majority of the Senate and the American people opposed the nomination, because his views on

questions of individual rights and liberties are inconsistent with our nation's sense of justice.

I am enclosing a more detailed analysis of my reasons for opposing the nomination, and I hope you will find it of interest.

Sincerely,

A handwritten signature in blue ink, appearing to read "Ed Kennedy", with a long, sweeping underline that extends to the right.

Edward M. Kennedy

EMK/rj
Enclosure



C
John Larkin Thompson
President

100 Summer Street
Boston, MA 02110
617/956-3400

December 22, 1987

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

Nineteen hundred eighty-seven marks the 50th anniversary of Blue Cross and Blue Shield of Massachusetts. Since 1937, we have endeavored to develop and market the very best health care plan and services to the employers of the Commonwealth. It has been a very exciting period and one in which we have witnessed an overwhelming acceptance of Blue Cross and Blue Shield to the point where we now insure over 50% of the residents of the Commonwealth. This remarkable achievement has occurred only because of the selection of our coverage by leadership labor organizations such as the AFL-CIO.

I want to express our appreciation for your selection of Blue Cross and Blue Shield as your health care carrier. The next 50 years are going to be very challenging and I want to assure you that we will continue to extend every effort in order to maintain the position we currently enjoy with your organization.

Thank you again and best wishes for a happy, healthy and prosperous new year.

Very truly yours,

A handwritten signature in black ink, appearing to be 'JL Thompson', written over a large, faint circular stamp or watermark.

John Larkin Thompson

Mike Dukakis for President

105 Chauncy St., Boston, MA 02111
1-800-USA-MIKE / (617) 451-2480

December 19, 1987

Dear Friend;

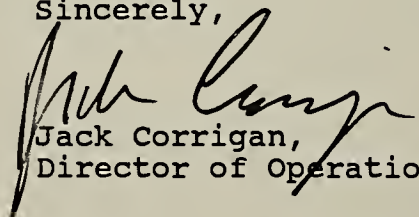
The Iowa caucus is 51 days away. And, while our field staff has laid a solid organizational base, the time has come for us to expand for the final push. In order to translate Mike's strong support into success on caucus night, we need to place Dukakis organizers in every precinct in the state.

I am writing to you because we need your commitment to make this happen. The Iowa caucus is won by people talking to people about their candidate. You can make the difference for Mike Dukakis.

Grassroots work represents politics at its finest. From personal experience as an Iowa organizer, I can guarantee you'll find your time in Iowa both exciting and memorable. Please read the enclosed flyer and call Anne Kelly or John Ivey as soon as possible.

We look forward to hearing from you soon.

Sincerely,


Jack Corrigan,
Director of Operations

MIKE DUKAKIS WANTS YOU . . .

. . . TO GO TO IOWA !!!

ARE YOU BORED, TIRED, DEPRESSED? HAVE YOU EVER WANTED TO VISIT JOHN WAYNE'S BIRTHPLACE? MEREDITH WILSON'S HOMETOWN? THE DUKE TROOPERS ARE LOOKING FOR A FEW GOOD PEOPLE (ACTUALLY A LOT OF GOOD PEOPLE!) TO COME TO IOWA!!! THE FIRST IN THE NATION PRESIDENTIAL CAUCUS.

ORGANIZE! PHONEBANK! CANDASS! GET OUT THE VOTE!

ALL LEVELS OF CAMPAIGN EXPERIENCE NEEDED. SEVERAL TRAVEL OPTIONS AVAILABLE. COMMIT THREE TO FOUR WEEKS -- THE CAMPAIGN WILL PAY TRAVEL EXPENSES. COMMIT TWO TO THREE WEEKS AND IT'S NEGOTIABLE. FOR INFORMATION CALL ANNE KELLY AT 451-2480 OR 1-800-USA-MIKE.

REMEMBER . . .

MIKE DUKAKIS WANTS YOU

. . . IN IOWA !!!



Friends
of the
Department
of Labor

Box 2258 Washington, DC 20013-2258 December 15, 1987

(202) 371-6422

W.J. Usery, Jr.
Chairman
Richard F. Schubert
Vice-Chairman

SENIOR ADVISORY
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William E. Brock, III

LABOR DEPARTMENT
LIAISON

James F. Taylor

Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street, 3rd Floor
Boston, Massachusetts 02108

Dear Mr. Osborn

I am writing to invite you to attend the U.S. Department of Labor's Diamond Jubilee Dinner in celebration of the Department's 75th Anniversary to be held at the Washington Hilton Hotel on Thursday, March 10, 1988.

Because you have agreed to serve as a member of the Honorary Committee for this historic event, we are giving you an opportunity to reserve your place prior to our sending out formal invitations.

As you may well expect, we anticipate tremendous interest and attendance at this dinner. My purpose in writing to you at this very early date is to ensure that individuals like yourself will be able to join us as we celebrate the Department's 75th anniversary.

We expect this dinner will include the presence and participation of high-ranking officials of the Administration, the former Secretaries of Labor, Members of Congress, labor leaders, representatives from U. S. corporations, distinguished labor academicians and many other notable labor professionals and public advisory groups involved in the work of the Department. The President, of course, has been invited. Total attendance at the dinner will be limited to 2,800 persons.

I am pleased to inform you that you and the other members of the Honorary Committee are being given the opportunity to reserve your place at the dinner at this time. By filling out and returning the enclosed card, you may reserve a table of 10 seats (or tables) at \$750.00 (per table), or individual seat(s) at \$75.00 each. Table buyers will be listed in the event program. Please make



checks payable to the Friends of the Department of Labor. Reservations will be accepted on a first-come, first-served basis, and in accordance with the availability of space.

We ask that you respond by January 15, 1988, the date we anticipate mailing formal invitations.

The Diamond Jubilee Dinner will be the high point of more than a year of activities and observances celebrating the Department's 75th anniversary. We know you will want to join leaders from government, labor and industry in being a part of this celebration.

We appreciate your support of this event and I look forward to hearing from you soon.

Sincerely,

A handwritten signature in blue ink, appearing to read "Bill", is written over the typed name.

W. J. Usery, Jr.

Chairman

Friends of the Department of Labor

Enclosure



The Commonwealth of Massachusetts

Executive Office of Labor

One Ashburton Place - Room 2112

Boston, M.A. 02108

MICHAEL S. DUKAKIS
GOVERNOR

PAUL J. EUSTACE
SECRETARY

Arthur Osborn, President
Robert Haynes, Secretary/Treasurer
MA AFL-CIO
8 Beacon St
Boston MA 02108

December 23, 1987

Dear President Osborn and Secretary/Treasurer Haynes

I am writing in response to your recent letter on the need for a fourth area program manager for the AFL-CIO/EOL Dislocated Worker Program. Please be assured that I share your concern.

As you may recall, it was clear in late F'86 that there were going to be substantial federal cutbacks in the Title III funds for Massachusetts for F'87: indeed, Massachusetts Title III funds were cut over 60%. These cutbacks meant that all Title III funded programs had their F'87 funding reduced. For the DWP, this meant not refilling Norma Hicks' position; in fact, the DWP "cutback" was one of the smallest made. Our agreement was that when/if the MA Legislature appropriated dollars to fund the cutbacks that the position could and would be filled. As you know the Legislature did not chose to fund Title III cutbacks and consequently no restoration of funds was possible for any Title III funded programs in F'87.

For F'88, as Arthur and I had discussed, it was always the intention, to fund all four area program managers. However, during F'87 through the state's PMS process, a number of substantial management issues were identified. To date these issues remain unresolved.

As we have discussed, it doesn't make any sense to me to increase the program's personnel until these management issues are resolved. For F'88, the DWP is funded at more than \$320,000: clearly such a commitment of financial resources requires a carefully planned and articulated program to meet its goals. I firmly believe in this Program's intent and purpose; I remain critically concerned however that these outstanding issues substantially impede the Program.

I would of course be happy to talk with you both on any or all of these issues. I look forward to hearing from you.

Sincerely,


Paul J. Eustace



Professional Fire Fighters of Massachusetts

Affiliated with
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS AFL-CIO-CLC
and
MASSACHUSETTS STATE LABOR COUNCIL AFL-CIO

130 Bowdoin Street, Suite 710
Boston, Massachusetts 02108
Tel 523-4506 — 523-4507

President
ROBERT B. McCARTHY
71 Bromfield St.
Watertown, Mass. 02172
Telephone 923-1899

Secretary-Treasurer
PAUL M. LESTAGE
110 Brigham St.
New Bedford, Mass. 02740
Telephone 996-6874

Vice-Presidents:
JOHN F. SCIARA
THOMAS A. WELCH
DAVID T. McDONALD
MICHAEL W. HENNESSY
JOSEPH L. WHALEN
JOSEPH J. SMALL
MICHAEL L. ARIES
ARTHUR W. COREY, JR.

Legislative Agent:
KENNETH J. DONNELLY

Trustees:
CORNELIUS E. SULLIVAN
JOHN T. ROCCA
HAROLD S. BRUNELLE

Historian:
ROBERT P. GNOZA



December 15, 1987

Charles V. Barry, Secretary of
Public Safety
Commonwealth of Massachusetts
One Ashburton Place
Boston, MA 02108

Dear Secretary Barry:

Our union brothers of the United Transportation Union in Northampton and the Massachusetts AFL-CIO, have brought to our attention, alleged illegal and improper work practices by Guilford Transportation Rail Carriers. And, They have asked us for their support in bringing this complaint to your attention.

Mr. Christopher J. Tremblay of the United Transportation Union reported the following: On December 2, 1987, in Fitchburg, at approximately 1:00 PM, a westbound freight train scattered passengers unloading from an adjacent track on commuter train #432. It was a miracle no one was injured or killed. The train violated state and federal regulations, as well as carrier operating rules. However, the train never stopped.

Other cases of safety violations were reported to us, by the employees' union. And, the issues were reported to Secretary, Paul Eustace.

On behalf of our brother trade unionists, will you please have someone from your department investigate the Guilford Transportation Rail Carrier, for possible safety rules violations. And, contact Mr. Christopher Tremblay, United Transportation Union, 12 Massasoit Street, Northampton, MA 01060.

Thank you for your consideration in this matter.

Very truly yours,

PAUL M. LESTAGE
Secretary-Treasurer

cc: Mr. Robt. Haines, AFL-CIO

C
**UNITED FOOD AND
COMMERCIAL WORKERS UNION**
LOCAL 1459

33 EASTLAND STREET • SPRINGFIELD, MASS. 01109
TELEPHONE: 413 - 732-6209
IN MASS. TOLL FREE 1 - 800 - 332-9699
OUT OF STATE 1 - 800 - 628-1794



RICHARD J. ABDOW, *Pres.*
SCOTT MACEY, *Sec.-Treas.*
JOHN M. CARVALHO, *Vice-Pres.*
ROBERT N. RIVKIN, *Vice-Pres.*

December 18, 1987

Arthur Osborn, President
Robert Haynes, Secretary-Treasurer
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Brothers:

The New Year is upon us but not without the thought of good friends who have supported us throughout the year.

Your party was great and I thank you for the pen set and pocket calendar. They will be put to good use.

Looking forward to a successful 1988.

Sincerely and fraternally,

A handwritten signature in cursive script, appearing to read "Dick".

Richard J. Abdow
President

RJA/lml



MASSACHUSETTS DEMOCRATIC LEADER

A publication of the Massachusetts Democratic State Committee for Democratic Leaders

December 9, 1987

Mass AFL-CIO
Attn: Arthur Osborn
8 Beacon Street
Boston, MA 02108

Dear Friends:

I would like to thank each of you who joined us at the China Pearl restaurant and helped make this year's dinner such a success. As you know, China Pearl is one of two fundraisers which support the operations of the Democratic State Committee.

Each year, China Pearl seems to grow in popularity, and this year was no exception. More than 600 people feasted on the ten course meal so beautifully prepared by the China Pearl staff. Dinner chairs Frank and Billy Chin were as gracious as ever. And even though we had to raise the price of the tickets to \$88, no one seemed to mind once the meal arrived.

Our second major fundraiser promises to draw quite a crowd. The Annual Dinner will be held on Tuesday, February 9th. That's the day after the Iowa caucuses, and seven days before the New Hampshire Primary. We have invited all of the Democratic Presidential candidates to stop by and say a few words as they make their way north to New Hampshire. The \$150 price of tickets to the Annual Dinner hasn't changed, but we expect them to sell quickly as the 1988 Presidential campaign year begins in earnest.

I look forward to seeing you at the Annual Dinner. And thanks again to each of you who attended China Pearl. Happy Holidays!

Sincerely,

Chet Atkins
Chairman

=====

DEMOCRATIC STATE UNIVERSITY RECEIVES HIGH MARKS

More than 150 party activists took time out on a recent Saturday to go "back to school." The Democratic State University offered a wide variety of "courses" in its two colleges: the Issues College, and the Operational College. Those who attended the workshops and classroom sessions gave the DSU high marks and urged us to reconvene the institution again next year. We will.

=====

DNC TRAINING COMES TO NEW ENGLAND

For anyone who missed the Democratic State University and would like to brush up on political skills for the 1988 election cycle, the Democratic National Committee is holding a workshop -- January 22-24 -- in Portland, Maine. The topics include: fundraising, budgeting, targeting, media, voter files, the use of phones and mail, the role of the state party, and coordinated campaign program for voter contact. The cost of the workshop is \$25. A block of rooms have been reserved at the Sonesta Hotel in Portland (the cost is \$62 per night). If you would like to sign up or would like further information, contact Maureen Garde at 367-4760.

=====

MARK YOUR CALENDARS FOR THE BIG EVENTS OF '88

- February 9th -- The Massachusetts Democratic State Committee Annual Dinner featuring the Presidential candidates.
- February 27th -- Caucuses to elect delegates to the state convention. 25,000 active Democrats will gather in schools, fire houses, and town halls to choose delegates.
- March 8th -- Massachusetts Presidential Primary
- March 24th -- Deadline for filing letters of intent to run for delegate to the national convention at the Congressional district level.
- April 23rd -- Congressional district caucuses to elect national delegates.
- May 30th -- Deadline to file letters of intent to run as party and elected official, and at large delegates to the national convention.
- June 11th -- Democratic State Committee meeting to elect the party and elected official delegates and at large delegates.
- June 11th -- State Convention to endorse U.S. Senate nominee.
- July 18-21st -- Democratic National Convention in Atlanta.

=====

HEALTH CARE WATCH

Health care is still a major issue on the legislative agenda as the 1987 legislative session draws to a close.

Senate Ways and Means Chair Patricia McGovern is expected to report out a bill within a few days that will address the crisis in health care priorities for uninsured persons. Health care for the uninsured was one of the top priorities in the Action Agenda approved by the 1987 Democratic State Issues Convention.

It is vitally important for all state senators and representatives to know that Democrats continue to feel strongly about health care for all. We urge all Democrats to contact their legislators, as the Senate takes up this important bill, and let legislators know that we support their effort to take action before the New Year.

=====

DSC FAMILIAR FACES IN NEW PLACES

More than a dozen members of the Democratic State Committee are moving on and moving up. And we thought you would like to know who's where:

Vice Chair Norma Fenochietti has left Governor Dukakis' Scheduling Office to serve as Executive Assistant to the Chairman of the Massachusetts Turnpike Authority. The chairman is Alan McKinnon, for whom Norma worked before joining the Governor's staff. At that time, McKinnon was a state Senator.

Dukakis for President Campaign Manager Susan Estrich is a member of the Democratic National Committee from Massachusetts.

Also on the Dukakis campaign:

State Committee member Jack Corrigan was promoted to Director of Campaign Operations.

Charlie Baker is heading the campaign in New Hampshire.

Joe Ricca has left Secretary of State Connolly's office to coordinate field activities in Iowa.

Paul Pezzella, who was the Governor's Deputy Legislative Director, is coordinating field activities in Florida.

Jean DeVeber, formerly of the Governor's Scheduling Office, is the travel director for the campaign.

Marilyn Anderson-Chase, who was Director of Community Services, is now the chief of staff for Kitty Dukakis.

Susan Brophy, formerly with the Democratic National Committee, is now the Deputy Director of Delegate Selection.

Michael Whouley, formerly the Personnel Director for Auditor Joe DeNucci, is now heading delegate recruitment in Illinois.

Other State Committee members in motion:

Bob Gibbons, who used to be the legislative director for Public Safety, is now the Governor's Deputy Legislative Director.

Peg McKenzie, who was Senator Bill Golden's Administrative Asssistant, is now the Director of Community Relations for the Massachusetts Turnpike Authority.

Candice Lopes was just recently elected to the Springfield School Committee.

David Sullivan and Alice Wolf were re-elected to the Cambridge City Council.

Jim Hunt has been appointed to the Democratic National Finance Council.

Regina Hughes has just passed the Massachusetts Bar Exam.

=====

CALENDAR OF UPCOMING EVENTS

Tuesday, December 15th:

Join Bill Harris and Bob Holland in welcoming Kirk O'Donnell back to Boston. O'Donnell is President of The Center for National Policy in Washington, DC. The "welcome back" party, a fundraiser for the center, will be held at the Parker House on Tuesday, December 15th, from 5:30-8:00 p.m. Tickets are \$100. For more information call 202-546-9300.

Friday, December 18th:

Celebrate the Winter Solstice with the Ward 21 Democratic Committee on December 18th at 8 p.m. A \$5 donation will get you in the door at 60 Gordon Street in Allston at the home of Charlie Doyle.

Saturday, December 19th:

Celebrate the holiday season with fellow Democrats in Chelsea at their 4th annual Christmas - Hanukah Party on Saturday, December 19th. The festivities will be held at the YMCA, 207 Shurtleff Street, from 7:00-11:30 p.m. For further information, contact Frederick Mastromarino.

Sunday, January 24th:

North Andover's Democrat of the Year is honored at the North Andover Democratic Breakfast on Sunday, January 24th at 10 a.m. For more information, contact Ed Meagher.

Tuesday, February 9th:

More than a thousand Democrats are expected to attend the Democratic State Committee's Annual Dinner. The Democratic Presidential candidates have been invited to attend.

=====

ACTION AGENDA COMMITTEE TO BE NAMED

Chairman Atkins will announce his appointments to the Action Agenda Committee at the next DSC meeting. If you are interested in serving on this committee or would like to nominate someone you feel is exceptionally qualified, please send your suggestion in writing to the Chairman, Democratic State Committee, 11 Beacon St. Suite 426, Boston MA 02108.

CLIP HERE

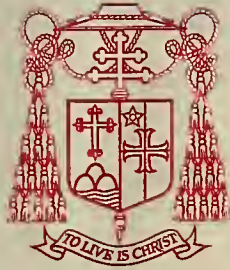
List your upcoming event in the Leader. Next issue will be mailed January 8th. Submit by Jan. 5th.

Name of Organization:

Event:

Date:

Contact:



CARDINAL'S RESIDENCE
2101 COMMONWEALTH AVENUE
BRIGHTON, MASSACHUSETTS 02135

December 11, 1987

Mr. Arthur Osborne
President, Massachusetts AFL-CEO
8 Beacon Street, 3rd Floor
Boston, MA 02108

Dear Mr. Osborne:

I would like to express my deep gratitude to you for your kind support and capable assistance that made the Challenge to Leadership Conference a clear success.

We have successfully pushed a common agenda forward. In addition to the pledges made by Robert Chandler of the United Way, Frank Baxter of the Metropolitan Area Planning Council, Reverend Francis X. Irwin, Secretary for Social Services for the Archdiocese of Boston, Rabbi Samuel Fox, the Massachusetts Council of Rabbis, Dan Rea, of WBZTV Channel 4, and Paul LaCamera, Vice President of WCVB-TV Channel 5, there were 72 additional leaders who made action pledges. More have been coming in since the conference.

We can all be pleased that the Challenge to Leadership Conference represents a promising beginning for new initiatives in regional cooperation, and new energies for good programs. The proposals of the task force groups were substantive, and the action pledges flowing from the conference, indicate that a significant new beginning in regional and inter-sector collaboration has begun.

Thank you again for your very valuable assistance to this important effort. I enthusiastically look forward to working with you in the years ahead. May you and your loved ones receive every blessing during this holy Christmas and Hanukkah season.

With best wishes, I am

Very sincerely yours,

Archbishop of Boston

CONSORTIUM FOR WORKER EDUCATION

ACTWU New England
AFSCME Council 93
HERE Local 26
ILGWU New England
LDCIU Local 66
SEIU Local 285
SEIU Local 1475
UE District 2

22

AGENDA: 1/12/88

- I. Introductory comments: Bob Haynes, Carl Proper.
- II. Report on Commonwealth Literacy Campaign: Gerry D'Amico.
- III. Report on Coalition for Adult Literacy: Mary Ann Hardenbergh.
- IV. Report on Consortium for Worker Education: Marty Blatt.
- V. Report on funding alternatives for future projects (Gateway Cities, Workplace Education, Immigration \$).
- VI. Discussion of future alternatives
 - A. Participation in Commonwealth Literacy Campaign
 - B. Participation in Coalition for Adult Literacy
 - C. Legislative Action
 - D. AFL-CIO Staff support ?
 - E. Organization of Consortium
- VII. Other business.

Labor literacy conference

UMass Amherst workplace education program gets down to basics

A new educational program available to all classified employees at the University of Massachusetts at Amherst emphasizes basic skills to help workers help themselves to a better future.

The program, which has just entered its recruitment phase, is a joint union/management project. AFSCME Local 1776 took the lead in writing the proposal to receive funding for a three-pronged program that includes basic literacy, English as a second language (ESL), and high school equivalency instruction.

At a ceremony at UMass Amherst Chancellor Joseph Duffy's house, a check for \$43,000 was awarded by the Massachusetts Executive Office of Labor as start-up money for the program. Speaking for AFSCME Local 1776, chief steward Herb Ryan said the union identified two reasons for the educational project. The first was a matter of practicality; so, employees who are functionally illiterate would be able to read labels and directions to be aware of what they're working with.

"The second is a matter of spirit," Ryan said. "It is important to give hope to people that they're not stuck in dead end jobs and that there is a way out."

Local 1776 president Dick Coach reiterated Ryan's statements. "The program provides opportunity for people to better themselves on the job and to go after promotions they previously thought may have been out of reach," he said. "Education in any form helps improve a person's confidence and self-esteem."

As he presented the check, Secretary of Labor Paul Eustace said despite the economic prosperity in the Commonwealth, there was concern for people who were unable to share in it. He said this was the impetus for the Workplace Education Project.

The UMass Amherst education program was one of nine across the Common-

wealth that received funding from a \$300,000 grant. More than two dozen organizations vied for pieces of the pie.

AFSCME Local 1776 office manager Joe Connolly performed much of the nuts and bolts preparation and writing of the funding proposal. He said he received valuable help from UMass Amherst Manager of Staff Training, Fred Swann, as well as AFSCME Council 93.

Local 1776 president Coach said Council 93's help was invaluable in obtaining the funds. "It was essential that Council 93 got involved and helped influence the people making the decisions on who got what," he said.

Writing in support of the program, AFSCME Council 93 Executive Director Joseph M. Bonavita called the high degree of illiteracy affecting adult Americans a blot on the nation's fabric. "By addressing this problem at the workplace, men

and women who may have felt their paths blocked will have the doors to opportunity opened to them."

The UMass Amherst education proposal sold itself as an innovative program that would draw upon the resources of the union and the university.

According to Connolly, Local 1776 identified at least 250 members who could take advantage of an educational program. He said what will make the program a success in getting men and women to participate and improve themselves is the strong peer involvement.

"What is innovative about this program is that it actively involves AFSCME retirees and members. We want our AFSCME retirees, who are the pride of this local, to come back and share their skills by tutoring employee learners," Connolly said. "We want active AFSCME members to share their skills as well. Finally we want employees who are

thirsty for knowledge to come forward and participate in this program."

The program is designed to reach out to men and women who require instruction; yet, may be hesitant to acknowledge this need. Word of mouth referral is promoted among lower level supervisors and shop stewards with direct yet discrete contact made by groups of employees during breaks. Direct mail to 1500 university employees along with posters, radio spots, and newsletters will all be used to make the program known.

Both the union and the university have committed to the success of the program. The university will provide release time, classroom space, development and training of interns, and various support services. The union is providing communications, matching training contributions, office support, and program development.

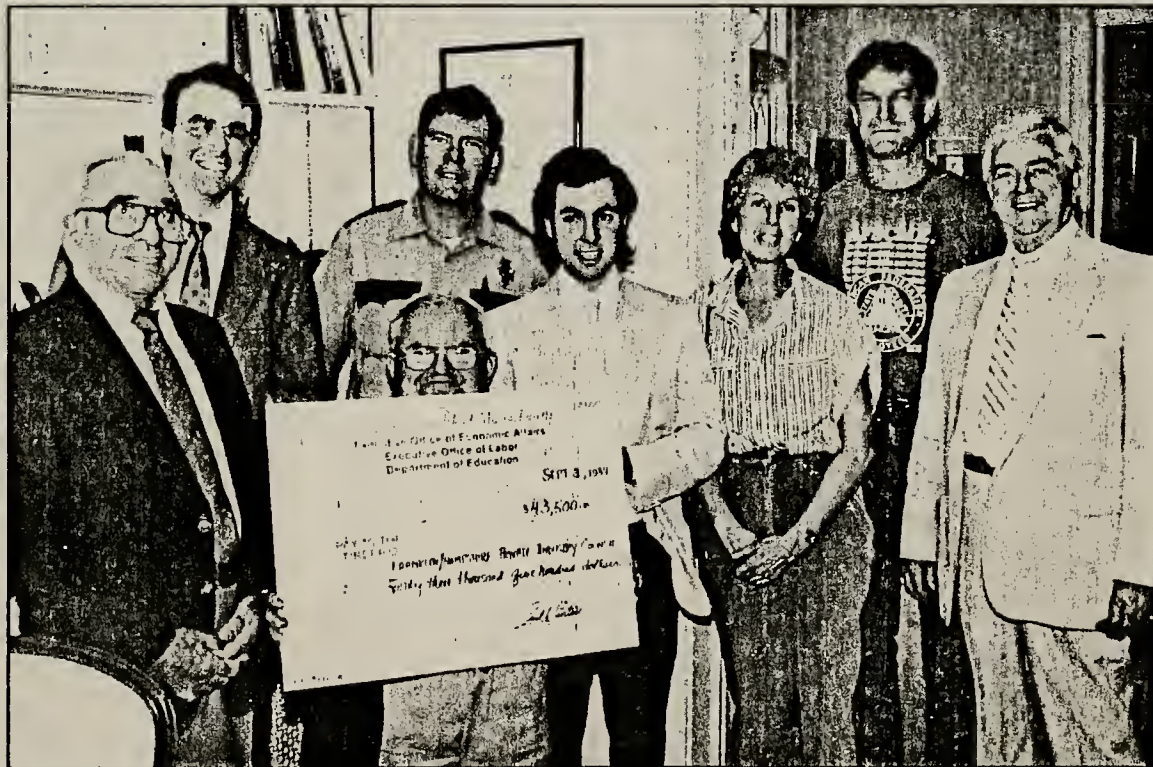
Participants in the pro-

gram will also play a role in the design of the curriculum. As the program advances, a board comprised of union, management, and employee learners will receive materials and revise where appropriate.

According to UMass Chancellor Duffy, the education project is another example of the kind of leadership he said he had come to expect from AFSCME Council 93 and Local 1776.

To Joe Connolly the situation was clear because the need was evident. "The aim of the UMass education program is to give classified employees the skills and knowledge to take advantage of career ladders and tuition remission," he said.

"AFSCME has a long-standing and never-ending commitment to improve the lives of our members," Bonavita said. "The UMass education project is an innovative and important step in the pursuit of that commitment." □



Roland Messler holds a replica of the \$43,000 check to start up the UMass Amherst workplace education project. Joining him were Tony Grimandi (left), Council 93 staff representative Steve Davis, Local 1776 president Dick Coach, Joe Connolly, steward Sandi Stiles, steward Herb Ryan, and Special Assistant to the Executive Director Frank Gay.

MASSACHUSETTS COALITION FOR ADULT LITERACY

State-Sponsored Adult Literacy Services by Agency

TARGET GROUPS	DEPARTMENT OF EDUCATION	EXECUTIVE OFFICE OF ECONOMIC AFFAIRS	DEPARTMENT OF PUBLIC WELFARE (EOHS)	EXECUTIVE OFFICE OF COMMUNITIES & DEVELOPMENT *	EXECUTIVE OFFICE OF LABOR	MASSACHUSETTS BOARD OF REGENTS	MASSACHUSETTS BOARD OF LIBRARY COMMISSIONERS	DEPARTMENT OF CORRECTION (EOHS)	INDUSTRIAL SERVICES PROGRAM (EOL/EOEA)	MASS. OFFICE OF REFUGEES AND IMMIGRANTS (EOHS)
NEW IMMIGRANTS	•	•			•		•			•
YOUNG URBAN MALES	•	•			•		•			
AFDC RECIPIENTS	•		•		•					
MOTHERS OF YOUNG CHILDREN	•				•		•			
DISLOCATED WORKERS		•						•		
POTENTIAL. DIS-LOCATED WORKERS	•	•			•					
LOW WAGE WORKERS		•	•		•	•				

**EOCD's Supportive Services Program targets residents of public housing for service.

MASSACHUSETTS WORKFORCE

LITERACY PLAN

PLANNED OUTCOMES:

PLANNED OUTCOMES FOR TARGET GROUPS						
TARGET GROUPS (entry grade proficiencies):						
NEW IMMIGRANTS (0-ESL, I) NEW IMMIGRANTS (ESL II-III)	• •	• •	•	•	•	6+
YOUNG URBAN MALES (0-8)	•		•	•	•	8+
AFDC RECIPIENTS (0-5)	•		•	•	•	8+
MOTHERS OF YOUNG CHILDREN (0-8)	•		•	•	•	12
DISLOCATED WORKERS (3+)	•		•	•	•	8+
POTENTIALLY DISLOCATED WORKERS (3+)	•		•	•	•	8+
WORKING POOR (3+)	•		•	•	•	8+
	INCREASED SELF - ESTEEM					
	CITIZENSHIP/PERMANENT RESIDENCE					
	GRADE LEVEL INCREASE					
	H.S. CREDENTIAL/ HIGHER EDUCATION					
	ENTRY INTO OTHER EDUC- TION/TRAIN./APPRENTICE.					
	PORTABLE SKILLS ACQUISITION (ACADEMIC/VOCATION.)					
	JOB PLACEMENT/RETENTION					
	INCREASED PRODUCTIVITY/ WAGES/BENEFITS					
	JOB UPGRADING					
	OBTAINING COMPARABLE WAGES					
	TARGETTED GRADE LEVEL ACHIEVEMENT					

January 12, 1988

Senator Salvatore Albano
Massachusetts State Senate
Room 423 - State House
Boston, Massachusetts

D R A F T

Dear Senator Albano,

On February 10, 1988 the Massachusetts Coalition for Adult Literacy will sponsor a briefing for state legislators upon adult illiteracy and the impact ~~illiteracy~~ illiteracy has upon the individual, his/her family, and the state economy and workforce. The briefing will be held in Room 436 of the State House from noon to 1:00pm. You are ~~respectfully asked~~ *invited* to attend.

The briefing will highlight work currently undertaken to increase adult literacy throughout the state. It will note the commitment demonstrated by the Governor, State Legislature, and local adult education providers during the past few years to increase resources and services to address the problem, while it underscores both the magnitude of adult illiteracy throughout the state and will urge increased state resources to fight the problem.

Both Senate President William Bulger and Speaker of the House George Keverian will provide introductory remarks. The Northern New England Adult Education Social Action Theater Group will provide a brief dramatization depicting the tragedy of adult illiteracy. Brief presentations will be made by business and labor leaders. Lunch will be served.

We hope that you will be able to attend the briefing. The social and economic fabric of our cities and towns is undermined by the problem of illiteracy. We feel that you will be shocked by both the magnitude of the problem and the ramifications inaction holds for the well-being of the State.

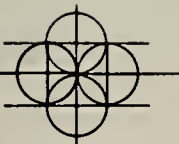
Respectfully yours,

FY 89 WORKFORCE LITERACY PLAN BUDGET

The Commonwealth Literacy Campaign proposes the following expansion budget to begin to implement the Massachusetts Workforce Literacy Plan:

Department	Request
EOHS/DPW	
add 1,000 new slots for basic literacy/ESL for AFDC recipients, enabling them to qualify for more advanced ET: Choices education and training programs	\$2,500,000
Staff Development Academy to train 200 professionals to staff these new basic literacy and ESL programs	500,000
Total.....	\$3,000,000
DOE	
900 new basic literacy and ESL program seats for adults who are not on AFDC but whose low literacy skills are a barrier to participation in existing education, training and employment opportunities. Priority will be to serve newcomers, mothers with young children, and working poor.	\$2,250,000
development of three pilot programs combining basic skills education with employment to serve young urban males.	250,000
Total...	\$2,250,000
EOEA/EOL	
15 new workplace education programs for low wage workers and workers at risk of dislocation.	750,000
to create a state-of-the-art Literacy at Work Resource Center to assist employers and unions in setting up workplace education programs for their own workforce....	250,000
Total	\$1,000,000
GRAND TOTAL	\$6,500,000

N 3



EDWARD J. MYLETT
President and Business Representative
Room 105
303 Freeport Street
Dorchester, Mass. 02122
Tel. 825-0137

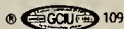
ENRICO PIATELLI
Secretary - Treasurer
Room 105
303 Freeport Street
Dorchester, Mass. 02122
Tel. 825-0137

JOEL SWANSON
Vice President
Room 105
303 Freeport Street
Dorchester, Mass. 02122
Tel. 825-0137

Boston Newspaper Printing Pressmen's Union No. 3

Subordinate to

GRAPHIC COMMUNICATIONS INTERNATIONAL UNION



303 FREEPORT STREET, DORCHESTER, MA 02122

January 6, 1988

The Honorable Edward M. Kennedy
Room 315, Russell Senate Building
Washington, DC 20510

Dear Senator Kennedy:

Ours is a union of hundreds of men and women who daily run the printing presses of The Boston Globe, The Herald and other area newspapers.

Forty years experience in this industry has convinced me that there is a world of difference between investing money in a paper and investing in the paper. Five years ago this Union and ten others succeeded in keeping Boston a two-newspaper town. Herald employees and their families, thousands of people, invested in the paper and in their future, and their investment has begun to pay off.

Because their investment is my business, I was dismayed to learn of your role in preventing the FCC from reviewing its 1975 cross-ownership rules.

When an employer forecloses discussion, refuses to examine new facts, and fails to consider workers' interests, he engages in bad faith bargaining. Preventing the FCC from holding hearings in this matter is no different. It may be that the rules - as applied in Boston - ought to be continued. But that is precisely the sort of decision that should only be made after public hearings before the FCC.

Your record of supporting the interests of working men and women - and their reciprocal support of you - deserves to be continued. Personally, and on their behalf, I urge you to initiate prompt action permitting the FCC to hold hearings on its cross-ownership rules.

Sincerely,

Edward J. Mylett
President and Business Representative

cc: James J. Norton, International President
Arthur R. Osborn, President

Thank you Bob-P.
To Bob-P.
To John
C. - C.

C.
UFCW

Robert A. Petronella
International Vice President
Director, UFCW Region 3—New England
1 State Street, Suite 700
Boston, Massachusetts 02109
Phone (617) 227-9886

January 5, 1988

Mr. William H. Wynn
International President
UFCW International Union
1775 K Street, N.W.
Washington, D.C. 20006

Dear Bill,

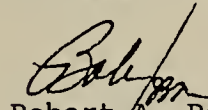
I am writing to you, regarding your letter, regarding the purchase of a labor painting, sponsored by United States Senator Ted Kennedy and the Massachusetts State AFL-CIO.

I understand that the painting currently is in the possession of the artist, Ralph Fasanello. The purchase price reportedly is \$100,000. The state of Massachusetts will pay 50% of the cost of this painting. The city of Lawrence will contribute 40% to purchase this painting. The remaining 10% will be contributed by organized labor. When the purchase is completed, the painting will be hung in the Lawrence Heritage Park in the city of Lawrence.

I recommend that the UFCW contribute \$1,000 to purchase this painting commemorating the "Bread and Roses" strike of 1912.

With warmest best wishes, I am

Sincerely and fraternally yours,



Robert A. Petronella
International Vice President
Director, UFCW Region 3 - New England

RAP/jbm
HC: Arthur Osborn

Jewish Labor Committee

NORTHEAST REGION

33 Harrison Avenue • Boston, MA 02111
(617) 350-7969



January 5, 1988

Mr. Dick Wilson
Director of Organization & Field Services
AFL-CIO
815 16th St., N.W.
Washington, DC 20006

EXECUTIVE COMMITTEE

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Richard Rumelt
Nathan Sandler
Michael Schippiani
Jacob Schlitt
Elliot Small
Robert R. Stroh
Edwin Weinstein
Stuart Weiss

Herman Brown
Regional Director

Dear Mr. Wilson:

At the suggestion of Frank Myers, we are directing this request that a representative of the Organization and Field Services Department be the keynote speaker at a conference on union busting to be co-sponsored by the Jewish Labor Committee, the Massachusetts AFL-CIO, the Labor Guild of the Archdiocese of Boston and Southeastern Massachusetts University.

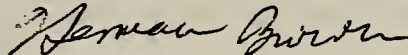
It is our hope that if your schedule permits, you might come yourself. The conference will focus on what unions should do to beat the union-busting attorneys and consultants retained by many companies and non-profit institutions. It is expected that the conference will include panelists speaking on legal responses, organizing responses and community or corporate response. A representative of the Department of Organization and Field Services would be the appropriate person to tie all this together from a national point of view.

We had originally projected a February 29th date, but feel we will not have enough time to organize the conference for that date. We would therefore like to hold it as early in the Spring as possible.

The Rev. Edward Boyle, Chaplain of the Labor Guild, has already been in touch with AFL-CIO staff on our conference, and he will follow up this letter. The address of the Labor Guild is 883 Hancock St., Quincy, MA 02170. Father Boyle's telephone number is 617-786-1822.

With every good wish, I am

Sincerely,



Herman Brown
Regional Director

CC: Frank Myers
Arthur R. Osborn ✓
The Rev. Edward Boyle
Ronald M. Alman
Donald J. Siegel, Esq.
Erica Bronstein, Esq.

John Hancock Mutual Life Insurance Company

Office of the Chairman

John Hancock Place
Post Office Box 111
Boston, Massachusetts 02117
(617) 421-6620

E. James Morton
Chairman and Chief Executive Officer



January 8, 1988

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Mr. Osborn:

The 60th Annual Awards Dinner of the Northeastern Region of the National Conference of Christians and Jews will be held Thursday, April 14, 1988, at the Park Plaza Hotel and Towers in Boston. This dinner will honor four outstanding area citizens who have helped create a climate for increased understanding and greater respect among all Americans, the goal of NCCJ.

These distinguished honorees include: Steven Grossman, President, Massachusetts Envelope Company; Helen Spaulding, Chairman and President, Massachusetts Rehabilitation Hospital; and George Hatsopoulos, President, Thermo Electron Corporation. A fourth honoree will be announced shortly.

You are invited to play a major role in this awards dinner, NCCJ's only fund-raising event, by serving on the Executive Dinner Committee. You are asked to attend one planning luncheon, support the dinner yourself and encourage a number of others to support it as well. As a member of the Executive Dinner Committee, your name and affiliation will be listed in the dinner program.

Please join us at the planning luncheon Thursday, January 28, 1988, 12:00 noon, in the Summit Room, John Hancock Observatory, 60th floor, John Hancock Tower, Copley Square, Boston. A return card is enclosed for your response.

Your participation is extremely important to the success of this year's awards dinner.

Sincerely,

A handwritten signature in cursive script that reads "E. James Morton".
E. James Morton



DEMOCRATIC STATE COMMITTEE

Chet Atkins, Chairman

11 Beacon Street • Suite 426 • Boston • Massachusetts 02108 • (617) 367-4760 ® 19

January 9, 1988

Arthur Osborne
Mass. AFL-CIO
8 Beacon Street, 3rd Floor
Boston, MA 02108

Dear Arthur:

Last month I ran into my friend Joe Grandmaison on a flight from Boston to Washington. Joe serves as Party chair in New Hampshire and was active in my own congressional race in '84. I mentioned that we Massachusetts Democrats would be willing to lend a helping hand in hope they will be able to replace John Sununu in November.

New Hampshire Democrats will be having an event later this month that you might be interested in attending. On Sunday, January 24th all seven of the Democratic presidential candidates -- Babbitt, Dukakis, Gephardt, Gore, Hart, Jackson and Simon -- will participate in a debate at the University of New Hampshire, Durham. The forum will be televised nationally from 3 to 5 p.m. and NBC commentator John Chancellor will be moderator.

Prior to the debate, the Party's "Roundtable" will gather from 12:30 to 2:00 for brunch at the prestigious New England Center. Each of the presidential candidates will be dropping by the brunch and it will be a great chance to informally meet with the next President of the United States. Additionally, members of the "Roundtable" will each be provided with two reserved seats at the debate. "Roundtable" membership is \$500.

I've asked Maureen Garde to help organize a group of us who would like to attend both the brunch and debate. My hope is that you will be able to join us and will give Maureen a call at the number noted above. If you can't make it and would like to help our Democratic friends to the North, please feel free to mail your check to the office and we will be pleased to hand-deliver your contribution.

We appreciate your continuing support on projects like this and our own up-and-coming Annual Dinner with the presidential candidates which will be held on February 9th, at the Boston Sheraton Hotel and Towers.

I look forward to seeing you at our Annual Dinner and hope that you will consider supporting our friends to the North with their event.

Sincerely,

Chet Atkins, Chair



G C I U

LOCAL NO. 600 • BOSTON

GRAPHIC COMMUNICATIONS INTERNATIONAL UNION

225 BEACH STREET, REVERE, MASSACHUSETTS 02151 • 284-1745

January 4, 1988

Senator Edward M. Kennedy
United States Senate
Washington, D. C. 20510

Dear Senator:

I am appalled at the action taken by you and the conferees in inserting a last minute amendment in the appropriations bill recently passed by congress and signed into law by President Reagan.

The amendment, which prohibits the Federal Communications Commission to spend any funds to consider a change in the cross ownership rule, does a disservice to the whole legislative process. The insertion of this amendment bypassed key committees of jurisdiction and essentially stripped the F.C.C. of a critical role.

I seriously question your comment that the decision made by the conferees was a "wise" one. This "wise" decision stifles the right of presenting and investigating different points of view, which is inherent under our constitution.

This "wise" action has jeopardized the jobs and well being of 650 employees and their families, a group of which are members of this union.

Therefore, this office insists that you take whatever measures are necessary to rescind this action and allow the legislative and investigative processes of the F.C.C. to proceed unhampered in their considerations.

I await your prompt response.

Very truly yours,

John A. Polimeno
John A. Polimeno
Secretary-Treasurer

JAP:mjb

cc: S. Sampson, J. Norton, A. Osborn

Thank You

Dear Arthur,

Thank you so very much for your strong support for the rail workers throughout the Commonwealth. Your letter was excellent and hopefully it will have the desired effect.

I am deeply grateful for your help in this matter.

Have a very merry Xmas

Fraternally

Chris Tremblay

JOHN JOSEPH MOAKLEY
9TH DISTRICT, MASSACHUSETTS

DEPUTY WHIP

COMMITTEE ON RULES

SUBCOMMITTEE ON
RULES OF THE HOUSE
CHAIRMAN

C
Congress of the United States
House of Representatives
Washington, DC 20515

December 7, 1987

JOHN WEINFURTER
ADMINISTRATIVE ASSISTANT

221 CANNON BUILDING
(202) 225-8273

ROGER KINEAVY
DISTRICT MANAGER

WORLD TRADE CENTER
SUITE 220
BOSTON, MA 02210
(617) 565-2920

4 COURT STREET
TAUNTON, MA 02780
(617) 824-6676

Mr. Arthur R. Osborn
President
Massachusetts AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Mr. Osborn: *Arthur*

Many thanks for your note of November 25 and sending me a copy of George Woods' article entitled "The Politics of Airline Safety."

I have taken the liberty of forwarding a copy of the article to both my colleagues, Jim Howard, Chairman of the House Committee on Public Works and Transportation, and to Norm Mineta, Chairman of the Subcommittee on Aviation. Certainly, 1987 has been a terrible year for airline fatalities and near misses. Woods' article addresses many significant issues that should be addressed if the Department of Transportation and the FAA are to develop more reliable methods of insuring the flying public's safety.

Thank you again for forwarding them to my office. I will be back in touch with you as soon as I hear any reaction either from Jim or Norm.

Best regards,

Sincerely,

John Joseph Moakley
JOHN JOSEPH MOAKLEY
Member of Congress

JJM:jw:kjk

Arthur
It's always nice to
hear from you.
JJM

C
BERNARD COHEN

December 18, 1987

Arthur R. Osborn
President
Massachusetts AFL/CIO
8 Beacon Street
Boston, Massachusetts

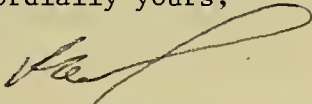
Dear Arthur:

I have recently read with great interest your letter to the editor on the American labor movements support of Soviet Jews.

I just want you to know that I concur with you wholeheartedly, and I want to take this opportunity to extend to you my sincere wishes for a very Merry Christmas and a Happy New Year.

With warmest personal regards, I remain

Cordially yours,



BERNARD COHEN

BC:lg



THE COMMONWEALTH OF MASSACHUSETTS

EXECUTIVE DEPARTMENT

STATE HOUSE • BOSTON 02133

MICHAEL S. DUKAKIS
GOVERNOR

John L.

January 5, 1988

Mr. Arthur Osborn
President
Massachusetts AFL-CIO
8 Beacon St., 3rd floor
Boston, MA 02108

Dear Arthur:

Thank you for your letter regarding the proposal by the Federal Department of Transportation and the Federal Aviation Administration.

As you may be aware, Secretary Paul Eustace has been deeply involved in the issue on my behalf. Most recently he has written to the Congressional delegation of the serious impact this would have not only on employment but on air safety as well.

I would greatly appreciate any efforts that the Massachusetts AFL-CIO could undertake to assist in defeating this proposal. I am sure Paul would be helpful with any additional information you may need.

I appreciate your taking the time to write.

Sincerely,

Michael S. Dukakis

MSD:jlc-c

LOCAL 1445

A. F. L. - C. I. O.

725 South Street ★ Boston, Massachusetts 02131 ★ 327-6000 - 6001 - 6002
JOHN PHINNEY, PRESIDENT PAUL DUFAULT, SECRETARY-TREASURER



January 8, 1988

Arthur Osborne, President
Mass. AFL-CIO
8 Beacon Street
Boston, Ma. 02108

Dear Brother Osborne,

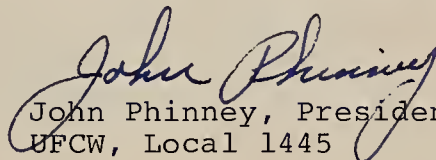
We at U.F.C.W. Local 1445 would like to take this opportunity to thank you, as President of the Mass. AFL-CIO, for your assistance with our Informational Picket Line at the non-union Hanover Mall Filene's.

The mailing to our AFL-CIO brothers and sisters was a most effective tool in our activities. On more occasions than can be counted, fellow trade unionists or their family members from the surrounding communities showed their support for our efforts by honoring our request not to patronize the store.

Common statements included "I'm Union and I received a letter from the AFL-CIO, so you don't have to worry" or, "I heard this store was non-union, I won't shop there."

Many stopped to give a show of support, talking with us and many helped with picketing activity. As a result, we feel this phase of our activity was most productive and we at U.F.C.W. Local 1445 wish to thank all our Brothers and Sisters in the AFL-CIO, through you, for the solidarity so necessary to combat corporate policies in today's world.

Sincerely and Fraternally,


John Phinney, President
UFCW, Local 1445

FOOD & ALLIED SERVICE TRADES

DEPARTMENT • AMERICAN FEDERATION OF LABOR & CONGRESS OF INDUSTRIAL ORGANIZATIONS

815 Sixteenth Street, N.W., Suite 408 • Washington, D.C. 20006 (202) 737-7200



ROBERT F. HARBRANT
President

RHONDA L. HILYER
Secretary-Treasurer

January 5, 1988

Dear President:

The Food and Allied Service Trades Department is cosponsoring a conference in late February with the Public Voice on the issue of health and safety hazards facing working women. The conference will provide an opportunity to build awareness of health risks facing working women and to discuss health and safety policy issues that affect working women. We would like to invite you to participate in this conference.

Enclosed is the program agenda for your consideration. The conference is designed to provide a needed and timely dialogue on some of the most critical issues facing working women, and the role of the media, public policy and trade unions in dealing with such issues. The program will combine presentations with recognized women's health and safety leaders in the trade union movement with opportunities for discussions with decision makers from government and the public health field.

The registration fee is \$150, and must be received by Public Voice by February 7, 1988. Because registration is limited, please register early.

For more information on the conference, please contact Deborah Berkowitz, FAST's Health and Safety Director.

Please mark your calendar now and join us February 18 and 19 for an exciting, informative conference.

Sincerely,

Robert F. Harbrant
President

Enclosures

Vice Presidents
SAM H. BEGLER
JACK CAFFEY
FRANK W. CARTER
E. L. (VERA) CATALI
JOHN DECONCINI
LARRY L. DUGAN, JR.
EDWARD T. HANLEY
LARRY R. JACKSON

LENORE MILLER
JOSEPH M. MISBRENER
J. F. OTERO
SUSAN BIANCHI SAND
LOUIS H. STINE
JOHN J. SWEENEY
ROSEMARY TRUMP
JAMES L. WALKER
WILLIAM H. WYNN

AFFILIATES: Bakery, Confectionery and Tobacco Workers International Union • Distillery, Wine and Allied Workers International Union • International Union of Operating Engineers • International Brotherhood of Firemen and Oilers • Association of Flight Attendants • Glass, Pottery, Plastics & Allied Workers Union • American Federation of Grain Millers • Hotel Employees and Restaurant Employees International Union • Laundry and Dry Cleaning International Union • Oil, Chemical and Atomic Workers International Union • United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada • Transportation-Communications Union • Retail, Wholesale and Department Store Union • Seafarers International Union of North America • Service Employees International Union • United Food and Commercial Workers International Union.

C

APWU AMERICAN POSTAL WORKERS UNION AFL-CIO BOSTON METRO AREA

137 South Street, Boston, MA 02111
(617) 423-APWU

January 13, 1988

Stephen A. Albanese
General President

Nick S. Diliberto
Exec. Vice President

Stephen J. Lukosus
Secretary Treasurer

Joseph J. Primo
Dir. Ind. Relations

Matthew W. Bowen
Clerk Craft President

Arthur Osborne, President
Massachusetts AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear Arthur:

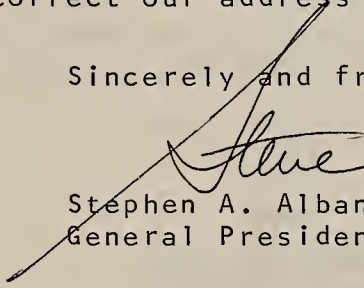
I already forwarded you the name of Bob Duggan for our Alcohol and Drug Abuse Committee. I am now submitting the following names for other committees:

1. I will serve on the Education Committee
2. Debbie Fraser, 30 Spring Park Ave., Jamaica Plain, MA 02130, is my recommendation for the Womens' Committee.
3. John Christoforo, 69 Loud Road, Holbrook, MA 02343, is my recommendation for the Health & Safety Committee.

I have no further recommendations at this time but should further interest present itself, I will contact you.

One note, you list our office address as 186 South Street; that is not correct. Our address is 137 South Street, Fourth Floor. Kindly correct our address for future mailings.

Sincerely and fraternally,



Stephen A. Albanese
General President

et

afl-cio;opeiu 6





THE COMMONWEALTH OF MASSACHUSETTS

DEPARTMENT OF THE ATTORNEY GENERAL

JOHN W. McCORMACK STATE OFFICE BUILDING
ONE ASHBURTON PLACE, BOSTON 02108-1698

JAMES M. SHANNON
ATTORNEY GENERAL

January 12, 1988

Arthur R. Osborn, President
Massachusetts/AFL-CIO
8 Beacon Street
Boston, Massachusetts 02108

Dear Arthur:

Thank you for your letter of December 14, expressing your deep concern regarding safety problems at the Guilford Transportation Rail Lines.

I share your concern over the fatal accident of November 9, 1987 and with the possibility that this accident could have been averted through more responsible management by Guilford Transportation. Inadequate training of any employee can endanger the safety of all other workers, and so must not be tolerated. Furthermore, the use of untrained workers to transport hazardous substances threatens the health and well-being of the countless persons who live and work near the lines operated by Guilford Transportation.

I have asked my staff to review state and federal laws pertaining to Guilford Transportation's training and apprenticeship practices, and to that company's general management of rail lines. As you know, my staff has already met with Jim Shaw of your office to better understand your concerns. If our analysis indicates that legal action to assert the public interest in safe and effective management of our state's rail lines is appropriate, I will undertake it.

Thank you again for your letter. I look forward to working with you on this matter, and hope you will not hesitate to contact me again regarding this or any other matter of concern.

Very truly yours,

A handwritten signature in dark ink, appearing to be "JMS", written over a horizontal line.

JAMES M. SHANNON
ATTORNEY GENERAL

JMS/djk

C

TWO TWENTY TWO
BERKELEY

January 14, 1988

Mr. John Laughlin
Assistant to the President
Massachusetts AFL-CIO
8 Beacon St. 3rd Floor
Boston, MA 02108

RE: Update on Phase II at Five Hundred Boylston

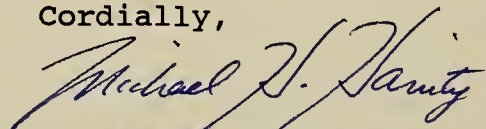
Dear Mr. Laughlin:

During the Fall of 1987 we had a series of informal meetings with members of the community to review the conceptual design for the second phase of Five Hundred Boylston now called Two Twenty Two Berkeley. As a follow-up to those meetings and because of your interest and association with the project, we would like to invite you to meet with Robert Stern and view new renderings of Two Twenty Two Berkeley on Friday afternoon, January 22 at 5:30 p.m. The reception will be held in the offices of Gerald D. Hines Interests on the 12th floor of 535 Boylston Street and refreshments will be served.

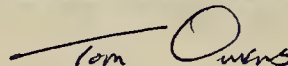
As a brief update, the schematic design for the project has been submitted to the BRA for its approval. The BRA-appointed Design Advisory Panel has been providing direction to us as the schematic designs were developed. We will continue to seek input from you and the Design Advisory Panel and the BRA as we proceed forward through the design development phase.

We appreciate your interest and look forward to seeing you on January 22. Please contact Deborah Tobin at 236-0096 if you can attend. Thank you.

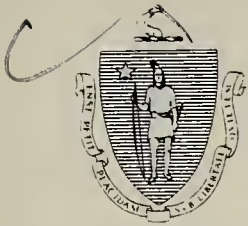
Cordially,



Michael H. Harrity
Copley Real Estate Advisors



Thomas D. Owens
Gerald D. Hines Interests



JOEL M. PRESSMAN
Commissioner

The Commonwealth of Massachusetts

Department of Industrial Accidents

600 Washington Street
Boston, Mass. 02111

TO: All Interested Parties

FROM: Bryan S. Maranhao,
Deputy Director - Office of Claims Administration

RE: NEW FORMS '88 - Delayed Implementation

DATE: January 19, 1988

Bryan S. Maranhao

We have delayed the implementation of the new forms until we can do a thorough examination of the recently passed law and complete a large scale test of our new automated system.

The new Law, which was signed by the Governor on January 6th, gives the Department additional resources, changes the role of the conciliation process, changes the fee structure for Attorneys, and gives the Department the power to issue stop work orders on employers.

Because of some of the technical changes in this law, we have found it necessary to delay our planned implementation in February. We will advise you of our new date.

Thank you.

PLEASE NOTE: We have all of the order forms that have been mailed to us and will begin to distribute them when we decide on an implementation date. If you haven't order your forms yet, would you please do this as soon as possible.



University of Massachusetts Amherst

PROJECT ON PARTICIPATION
LABOR RELATIONS & RESEARCH CENTER
173 SUNSET AVENUE
AMHERST, MASSACHUSETTS 01002
413-545-0005

January 13, 1988

Mr. Arthur Osborne
President
Massachusetts AFL-CIO
8 Beacon St.
Boston, Ma 02108

Dear Arthur,

I need your help.

The positive results of more effective labor management cooperation through collective bargaining are spreading in New England. In the public sector, joint employee involvement projects have successfully been established in Connecticut, Massachusetts, and Vermont in the last two years and the private sector is steadily expanding its efforts.

On December 4-6, 1984, you attended a meeting in South Lee, Massachusetts, sponsored by the United States Department of Labor and the following organizations:

United Auto Workers
General Electric Company
International Union of Electronics, Electrical, Technical, Salaried and
Machine Workers
Building Trades Council, Iron Workers Local 7, AFL-CIO
New England Telephone
General Motors Corporation, New Departure Hyatt Bearing Division

The representatives of the United States Department of Labor would now like to evaluate the impact this conference had on you and your organization. They are planning future activities to support labor management cooperation and wish to determine to what extent the conference like the one you attended is an effective way of achieving its objectives.

The Department of Labor is spending your tax dollars. I hope you can take five minutes to share your thoughts with me about how effectively you thought those dollars were spent by filling out the attached two-page questionnaire. The results are confidential.

Please return your completed questionnaire by January 22, 1988. We greatly appreciate your assistance.

On November 4th, the Commission filed legislation asking the legislature to start an office for employee involvement and ownership in order to support such efforts across the state. The seriousness of the tripartite Commission's recommendations are reflected in the first year's request for 1.4 million dollars.

The Commission estimates that such a program will improve the morale and working conditions of thousands of workers and managers. The cost of the legislation to the public agencies and private firms that initiate these programs will not only broaden the tax base but also save jobs and yield at least four to five dollars for every dollar spent on such efforts. These are the economic justifications for such a significant expenditure by a public entity.

With best regards for the new year.

Sincerely,

John Simmons

P.S. I'm enclosing one example of a major effort to improve employee involvement in problem solving, decision making, and ownership in the Commonwealth of Massachusetts. The attached article from Workplace Democracy describes the effort of a Special Commission composed of labor, business, and government leaders in the Commonwealth to determine how effective employee participation is and then how to support it.

JS/sk

cc: John Bonner

Peter Husselmann

Harvey Friedman

United States Department of Labor Survey
January 1988
Labor-Management Conference Evaluation

In December 1984 you attended a conference on labor-management cooperation and employee involvement. This questionnaire seeks to determine the effectiveness of that event in promoting cooperative programs.

1. Did both you and your labor or management counterpart attend the conference? Yes X No

2. How useful was the information provided to you on the advantages/benefits of cooperative programs?

<u>Useless</u>		<u>Useful</u>		<u>Highly Useful</u>
1	2	③	4	5

3. Have you implemented or considered the implementation of a cooperative effort?

 Yes (If Yes, Skip Question 5)

 X No (If No, Skip Question 4)

4. If yes, please describe your effort. (Attach separate sheet if necessary.)

5. If no, please explain what has prevented your consideration of a cooperative effort. (Attach separate sheet if necessary.)

Structure of organization.

6. What kinds of additional assistance/encouragement/information would you find helpful?

Positive experiences involving the issue of Labor

Management cooperation as far as quality circles,

quality of working life, employee stock ownership,

etc. are concerned. Updated experience data will help temper mistrust of workers and union leadership that has built up over many years.

Disk #48, Ques-D

